



Megan Rose &lt;megan.rose@azdoa.gov&gt;

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**Fwd: Form submission from: Contact Us**

3 messages

**Webmaster - ADOA** <adoa.webmaster@azdoa.gov>

Tue, Apr 2, 2019 at 9:40 AM

To: [REDACTED]@gmail.com

Bcc: megan.rose@azdoa.gov

Thank you for your email - we have forwarded it onto HR.

--ADOA Communications

----- Forwarded message -----

Submitted on Tuesday, April 2, 2019 – 08:33

[Quoted text hidden]

**Megan Rose** <megan.rose@azdoa.gov>

Tue, Apr 2, 2019 at 9:21 AM

To: Nancy Gomez &lt;nancy.gomez@azdoa.gov&gt;

Megan Rose

[Quoted text hidden]

**Webmaster - ADOA** <adoa.webmaster@azdoa.gov>

Tue, Apr 2, 2019 at 8:51 AM

To: Megan Rose &lt;megan.rose@azdoa.gov&gt;

Hi Megan,

I got this from our Contact Us form in the DOA website. See below. Let me know how you want to handle this.

--Alex

----- Forwarded message -----

From: **ADOA via ADOA** <adoa.webmaster@azdoa.gov>

Date: Tue, Apr 2, 2019 at 8:33 AM

Subject: Form submission from: Contact Us

To: &lt;adoa.webmaster@azdoa.gov&gt;

Submitted on Tuesday, April 2, 2019 – 08:33

Your Name: Anonymous

Email Address: [REDACTED]@gmail.com

Business Name: PUBLIC SAFETY PERSONNEL RETIREMENT

Phone Number: [REDACTED]

Comments: On April 1, 2019 around 3 o'clock pm I walked to get my mail from the mail hallway and overheard a talk with our boss and [REDACTED] – Jared Smout and [REDACTED]

[REDACTED] I walked away. There is something that needs to be done about this. I am afraid to give my name in this information because I am afraid I will lose my job. Our administration will fire me for this.



Megan Rose &lt;megan.rose@azdoa.gov&gt;

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**Fwd: Form submission from: Contact Us**2 messages

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**Megan Rose** <megan.rose@azdoa.gov>  
To: Webmaster - ADOA <adoa.webmaster@azdoa.gov>

Mon, Apr 29, 2019 at 11:38 AM

Thanks, state law requires them to consult with ADOA, but ultimately they can move forward with whatever the board decides. I will handle the response to this requestor. Thank you!

Megan Rose  
[Quoted text hidden]

**Webmaster - ADOA** <adoa.webmaster@azdoa.gov>  
To: Megan Rose <megan.rose@azdoa.gov>

Mon, Apr 29, 2019 at 11:00 AM

Hi Megan,

See the email below. This is the second complaint this month for this agency. How do you want me to handle this email?

-- Alex

----- Forwarded message -----

From: **ADOA via ADOA** <adoa.webmaster@azdoa.gov>  
Date: Mon, Apr 29, 2019 at 9:55 AM  
Subject: Form submission from: Contact Us  
To: <adoa.webmaster@azdoa.gov>

Submitted on Monday, April 29, 2019 – 09:55

Your Name: [REDACTED]

Email Address: [REDACTED]@gmail.com

Business Name: [REDACTED].

Phone Number: [REDACTED]

Comments: There is state law that raises for PSPRS must be done after consulting with your department. RECIND the illegal raises given to Jared Smout and Bret Parke!. And this must not happen again.



Megan Rose &lt;megan.rose@azdoa.gov&gt;

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**Fwd: Ethical and Legal Concerns at PSPRS**

1 message

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**Nancy Gomez** <nancy.gomez@azdoa.gov>  
To: Megan Rose <megan.rose@azdoa.gov>

Tue, Apr 23, 2019 at 3:55 PM

Here is the email.

**Nancy Gomez**  
Interim HR Director  
State of Arizona | Human Resources Division  
[100 North 15th Avenue, Suite 401, Phoenix, AZ 85007](#)  
O (602) 542-4811 | M (480) 349-4725  
[Nancy.Gomez@azdoa.gov](mailto:Nancy.Gomez@azdoa.gov)

*Please let us know how we're doing...*  
*Take our online customer survey. [Click here.](#)*  
*We appreciate the opportunity to serve you!*

----- Forwarded message -----

From: **Eric Abt** <[eric.abt@azdoa.gov](mailto:eric.abt@azdoa.gov)>  
Date: Wed, Feb 27, 2019 at 6:15 PM  
Subject: Fwd: Ethical and Legal Concerns at PSPRS  
To: Nancy Gomez <[nancy.gomez@azdoa.gov](mailto:nancy.gomez@azdoa.gov)>

Please take a look at this.

----- Forwarded message -----

From: **Jacqueline Hill** <[jacqueline.hill@azdoa.gov](mailto:jacqueline.hill@azdoa.gov)>  
Date: Wed, Feb 27, 2019 at 5:04 PM  
Subject: Re: Ethical and Legal Concerns at PSPRS  
To: [REDACTED] <[REDACTED]@gmail.com>  
CC: Raye Mariland <[raye.mariland@azdoa.gov](mailto:raye.mariland@azdoa.gov)>, Eric Abt <[eric.abt@azdoa.gov](mailto:eric.abt@azdoa.gov)>

Good afternoon [REDACTED],

I appreciate your willingness to speak with my counterpart Raye Mariland during my unavailability.

I would like to acknowledge receipt of your information. After I review the information with my leadership, I will reach out to you to give you some next steps information.

Thank you for affording the Arizona Department of Administration Shared Services Team the opportunity to review this matter.

Respectfully,

Jacqueline Hill, PHR  
Human Resources Business Consultant, Shared Services  
ADOA - Human Resources Division | State of Arizona

100 North 15th Avenue, Suite 261, Phoenix, AZ 85007

P: 602.542.4044 | F: 602.542.2796 | [Jacqueline.Hill@azdoa.gov](mailto:Jacqueline.Hill@azdoa.gov)

[www.hr.state.az.us](http://www.hr.state.az.us)

*Please let us know how we're doing! Click on the link below to take our on-line Voice of the Customer Survey! We appreciate the opportunity to serve you!*

<https://goo.gl/forms/7TByG7FIKo4goqh1>

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On Wed, Feb 27, 2019 at 4:50 PM [REDACTED] <[REDACTED]@gmail.com> wrote:

To whom it may concern,

During my tenure as a state worker, I have been very lucky to work for the Public Safety Personnel Retirement System (PSPRS). There is a great group of people who work for the organization that has almost been like a family to me during the [REDACTED] years I've worked there.

Unfortunately, over the past 3-4 years, the organization has become a very hostile work environment due to its current leadership and the practices they have put into place. Below I'd like to outline some of these practices that I have great ethical concerns about:

- Our Administrator, Jared Smout, has an [REDACTED]. Some of the ways that this [REDACTED] manifests itself are [REDACTED]. I am aware of at least one, if not more, instances where employees have tried to file formal complaints [REDACTED] and were prevented from doing so by Jared.
- Our Administrator, Jared Smout, has asked [REDACTED]. There have been at least [REDACTED] as part of the requests. [REDACTED], I'm not sure where the legal boundaries of such actions are set by state law, but such practices do not seem ethical. At the very least, there should be a level of transparency to ensure that everything is above-board.
- On a couple of instances, members of staff have tried to file complaints about [REDACTED] in the office and other harassment, and in almost every instance those employees have ended up leaving the organization due to inaction. One member of the organization was brought into a position with authority and upon [REDACTED] to HR it seemed as though he was outed to management and then was unofficially stripped of that authority. On that note, a couple of e-mails have been sent out by the administrator with [REDACTED].
- On 1/30, the PSPRS Board of Directors approved a Chief Technology Director position and 2 days later, without any kind of competitive or transparent process, promoted John Briney to that position. John Briney has stated on multiple occasions that he is friends with the Chair of the Board Will Buividas. Since being promoted, John Briney has started facilitating assessments on IT staff and has hinted that IT staff should start looking for jobs at other places.
- In multiple instances in 2017-2018, John Briney and Larry Lopez were on the back porch of the organization firing projectile weapons (steel-ball slingshots) at the wildlife behind the building. Staff complained as it seemed to be both a breach of state law as well as unethical but the situation never seemed to result in any kind of HR action.
- In early 2017, communications director Christian Palmer accidentally leaked nearly 20,000 names and social security numbers to an Arizona newspaper. Management was notified with an incident report, but did not follow any kind of breach protocol. When asked about the incident, management said it was taken care of. In the past, such incidents have resulted in breach notifications to membership and the purchase of credit monitoring.
- Last year, I was approached by our Administrator Jared Smout and told that some of the sanctions in our Mobile Device policy were added by administration to target a specific employee. Such targeting of an employee seems extremely unethical, if not illegal.

I would have taken these concerns to HR but HR has been part of the problem at the organization and recently our HR director resigned. I am requesting that an investigation be performed to ensure that the problems are fixed at the organization. I fully understand how serious the accusations are but believe that the state, PSPRS membership, and PSPRS employees deserve better.

When you have time to discuss these matters you can call me on my personal cell at [REDACTED].

Thanks,  
[REDACTED]

--  
Respectfully,

Eric S. Abt  
Chief Human Resources Officer  
ADOA, Shared Services  
602-364-0126  
[eric.abt@azdoa.gov](mailto:eric.abt@azdoa.gov)

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<https://goo.gl/forms/sJZBvkQGirC8e25G2>

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